

NFBIS

Chrono

ADMINISTRATIVE ROUTING SLIP

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM

Director, Foreign Broadcast
Information Service

EXTENSION

NO.

FBIS-0013/86

DATE

15 January 1986

TO: (Officer designation, room number, and
building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALSCOMMENTS (Number each comment to show from whom
to whom. Draw a line across column after each comment.)1. Deputy Director for
Science and Technology
Room 6E45, HeadquartersEmployee reaction to Reston
move.

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FBIS-0013/86
15 January 1986

MEMORANDUM FOR: Deputy Director for Science and Technology

FROM:

Director, Foreign Broadcast Information Service

SUBJECT: Reaction to the Reston Move

1. As I indicated the other morning, there is some rather sharp reaction within FBIS to the Reston move. I have attached a memorandum/petition to you from predominantly members of Analysis Group and Production Group. I am disseminating all information on the Reston location as it becomes available and meeting with groups of employees to discuss the problem, but I feel that some sort of an answer to their concerns from you would be helpful and have taken the liberty of attaching some of my own thoughts and discussion points.

2. I believe the decision is based on three overriding considerations of consolidation, security, and cost. While I am quite confident with my own arguments on cost and security, your vision of a consolidated directorate will be helpful in any response.

3. Some of the feelings and frustrations are quite strong in certain individuals and will probably continue until some of the unknowns associated with Reston are resolved. As a result I think a written response to the petition would be more effective at this time than a meeting with a representative set of FBIS employees. Such a meeting, perhaps later in the year, will act to reinforce what I hope will become growing acceptance of the decision to move.

Attachments:

- A. Memo/Petition, Selection of Reston Site for FBIS
- B. DDS&T Response to FBIS Petition

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10 January 1986

MEMORANDUM FOR: Deputy Director for Science and Technology
THROUGH: Director/FBIS *[Signature]*
RE: Selection of Reston Site for FBIS

We are aware that the process of selecting a site for any organization is a difficult one and that the selection of a site for relocation is always a source of contention and dislocation for some employees. Nevertheless, we feel that the tentative choice of Reston as FBIS' future location needs further consideration. Such a decision would, we fear, have a long-term adverse effect on FBIS and its ability to fulfill its responsibilities.

The Reston site has a number of very serious disadvantages:

(1) It would seriously handicap direct FBIS interaction with important parts of the intelligence and foreign affairs community and thereby would reduce the effectiveness of the organization. FBIS analysts and intelligence officers would find it extremely difficult to maintain important personal contacts with key consumers, including NSC staffers at the White House and State and Defense Department officers. At a minimum, the amount of time required to attend the various meetings in which we must participate would have a severely detrimental impact on the basic mission of producing high quality analysis and making informed selection of materials for translation and publication. Meetings that would be beneficial but not absolutely mandatory will simply not be attended because of transportation and time constraints. SOVA's short-lived and expensive experience of "exile" in Vienna--with extremely poor shuttle service to headquarters--is not reassuring that FBIS employees will even be able to maintain good relations with their colleagues at CIA headquarters.

(2) It would deliver a damaging blow to FBIS' effort to recruit and retain minority employees, particularly Blacks and Hispanics who live in large numbers in the District and in suburban Maryland, and who depend more heavily than non-minorities upon public transportation, which they cannot reasonably be expected to use to get to Reston. A Reston location may also make it more difficult to recruit new employees in general because of the absence of adequate public transportation and the unreasonably long commute for those living in the more remote parts of the District and in Maryland.

(3) It would have a major financial and personal impact on large numbers of FBIS employees. Many FBIS employees purchased or rented residences on the basis of working in or within reasonable commuting distance of Rosslyn. While survey results may show that a majority lives in Northern Virginia, a substantial minority does not. Many who live in Northern Virginia, including some in Alexandria and Arlington, are only slightly better positioned for working at such a remote location. Their fate is an unenviable one involving major sacrifices of money and time to adjust to this move. They must either spend time and money commuting great distances, wasting gasoline and personal energy, or they must incur the heavy costs of changing their residences. For some, with spouses working at places far from Reston, the options are even more unpleasant. Those employees who depend upon public transportation would be seriously inconvenienced. A location closer to current FBIS headquarters with adequate public transportation would reduce the adverse impact of any move.

(4) The question of the ultimate effect of a move to Reston on overall morale and productivity is, of course, difficult to answer in advance of the actual move, but it is our impression that the consequences will be highly detrimental. The initial reaction to the announcement probably gives some inkling of the effect. There is a sense that operational efficiency (in the broad and most meaningful sense), EEO considerations, and FBIS employee needs were inadequately considered, while the desire to accommodate the exigencies of modernization and to achieve maximum rental space per dollar were given disproportionate priority.

(5) All of the above suggests that a significant number of FBIS employees will leave the employ of FBIS, with resultant loss of experience and effectiveness, if the Reston selection is finalized. It is also probable that some will ultimately leave the agency, adding to recruitment and clearance costs.

For these reasons, it is our hope that the Reston relocation decision will be reconsidered and a location more compatible with operational efficiency and employee needs will be found. We would be happy to do whatever we can to contribute to such an outcome.

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DDS&T RESPONSE TO FBIS PETITION

1. Planning for the new building at Langley has been a difficult process for all of us. As it now stands, OTS is the only office which will be located within the Langley compound. The recent decision to consolidate S&T components in Reston along with DA components ensures a more integrated agency in the future. The Reston decision, while hardly acceptable to all and quite inconvenient to some, is, I firmly believe, a good decision in view of the Federal budget situation and the need to ensure the physical security of Agency personnel. I am confident that following a difficult transition period the directorate will become more effective than it is today.

2. While the Reston decision is based on overriding security and cost considerations and while consolidation is particularly important from a senior Agency management point of view, the particular factors identified in your memo were part of my considerations. As far back as January 1985 I not only approved but encouraged [redacted] to work with the Office of Logistics to find a site acceptable to FBIS. The Vienna Metro proposal was attractive and I was pleased to recommend this alternative in Agency management discussions of the larger space question. By November 1985, however, the larger decision, which covers 3/4 of a million square feet of office space, had to be made, for the Agency-wide reasons discussed above.

3. I know that relocation to Reston will be difficult for many and indeed impossible for some. Every effort is being made toward an early definition of personnel and support factors which will ease your individual decisions. I am confident that FBIS will come through the move with no significant reduction in productivity or efficiency. It will require a great deal of effort on the part of many people but I am sure that the traditional dedication of FBIS employees will prevail. For my part, I will ensure that everything the Agency can do to assist you will be done.

STAT

DDS&T/FBIS [redacted] (15 Jan 86)

Distribution:

Orig - Addressee

- 1 - DDS&T
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